

**IDAHO STATE
REHABILITATION COUNCIL
2007 ANNUAL REPORT**

*Tim Kopczynski
Chair*

*Tom Hally
Vice Chair*

*Jacque Truax
Administrative Assistant II*

**Idaho Division of Vocational Rehabilitation
An Agency of the State Board of Education
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IDAHO DIVISION OF VOCATIONAL REHABILITATION**

An Agency of the Idaho State Board of Education

650 West State Street, Room 150

P.O. Box 83720, Boise, Idaho 83720-0096

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Chair

Tim Kopczynski

Vice Chair

Tom Hally

Members

Robert Baker

Chris Bergmann

Betty Capps-Williams

J. Russell Doumas

Tom Hally

Lynn Houdyshell

Jacque Hyatt

Evelyn Mason

David Miles

Ron Seiler

James Solem

Shawna Southwick

Ex Officio

Michael Graham

Terry Thomas

Dear Governor Otter and Citizens of Idaho:

On behalf of the State Rehabilitation Council (SRC), I am honored to present you with the 2007 Annual Report. This report confirms the commitment of the SRC members who, for the past twelve months, have worked diligently on behalf of Idaho's individuals with disabilities.

This annual report will highlight our activities, accomplishments and progress made during the past year. Our Council is committed to assisting the Idaho Division of Vocational Rehabilitation (IDVR) in empowering individuals with disabilities in achieving competitive employment and independence in their communities. As is our legal responsibility, the SRC reviewed IDVR's programs, analyzed their services delivery progress and gave IDVR input concerning aspects of their services.

The SRC Chair, along with IDVR Administrative staff attended the fall Council of State Administrators of Vocational Rehabilitation (CSAVR) conference which was held in San Antonio, Texas. Two SRC members were also invited to attend the spring CSAVR conference held in Bethesda, Maryland. A specific portion of these conferences are dedicated to the strengthening and education of State Rehabilitation Councils around the nation. In addition to attending presentations at the conference we were able to visit our Congressional Delegation to express the importance of VR services and to alert them to the need to preserve the Rehabilitation Act and dedicated funding to people with disabilities.

The Council completed a Client Satisfaction Survey and the results are included in this report. The SRC and the State Independent Living Council (SILC) again met jointly to discuss common issues. The success of this joint meeting has moved us to make it an annual occurrence.

Working with both IDVR field staff and the Administration personnel our Council sees their high level of dedication and professionalism as they use their skills to the advantage of Idaho's people with disabilities. The selfless energies these individuals put forth, indeed has resulted in a record number of people with disabilities retaining and maintaining employment within our great state.

Thank you for taking the time to read this annual report. The SRC members and leaders encourage and appreciate your comments concerning the work of the Council and the operations and goals of the Vocational Rehabilitation program.

Sincerely,

Tim L. Kopczynski
Chairman

MISSION STATEMENT

“The mission of the Idaho State Rehabilitation Council is to review, analyze and advise the Idaho Division of Vocational Rehabilitation regarding services and functions that affect the ability of individuals with disabilities to achieve individual rehabilitation goals.”

WHO WE ARE

The Idaho State Rehabilitation Council is composed of volunteers appointed by the Governor, all of whom show leadership and commitment to the well being of Idaho citizens with disabilities. As required by the Rehabilitation Act, members who represent the following groups comprise the Council.

- ❑ Current or former recipients of services from Vocational Rehabilitation
- ❑ Business, Industry, and Labor
- ❑ Disability Advocacy Groups
- ❑ Community Rehabilitation Programs
- ❑ Parent Groups
- ❑ The State Independent Living Council
- ❑ Rehabilitation Counselor – Ex-officio
- ❑ Department of Education
- ❑ Native American Vocational Rehabilitation 121 Project
- ❑ Workforce Development Council
- ❑ The Administrator of the Idaho Division of Vocational Rehabilitation is also an Ex-officio Member

2007 CURRENT MEMBERS

Bob Baker	Current or former IDVR recipient
Russell Doumas	Community Rehabilitation Program
Tom Hally	Workforce Development Council, Business/Industry/Labor
Lynn Houdyshell	Business/Industry/Labor
Jacqueline Hyatt	Department of Education
Tim Kopczynski	Disability Advocacy Group
Evelyn Mason	Idaho Parents Unlimited
Ron Seiler	Parent Advocate
Shawna Southwick	Business/Industry/Labor
Christopher Bergmann	Disability Advocacy Group
Betty Capps-Williams	Parent Representative
James Solem	State Independent Living Council
David Miles	Native American Vocational Rehabilitation

MEMBER WHO SERVED DURING 2007 – NOT CURRENT

Nancy Bergmann	Business/Industry/Labor
Randy Klein	Business/Industry/Labor
Jane Donnellan	Vocational Rehabilitation Counselor
Todd De Vries	State Independent Living Council
Tanya Naylor	State Board of Education
Lynn Erickson	Designated representative of CAP

EX-OFFICIO ♦ IDAHO DIVISION OF VOCATIONAL REHABILITATION

Terry Thomas	Vocational Rehabilitation Counselor
Michael Graham	Administrator, Division of Vocational Rehabilitation

IDAHO DIVISION OF VOCATIONAL REHABILITATION

Sue Cook	Planning and Evaluation Manager
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STATE REHABILITATION COUNCIL STAFF

Jacque Truax	Administrative Assistant II
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COMMITTEES

Executive Committee

Tim Kopczynski – Chair
Tom Hally – Vice Chair
Jacque Hyatt
Ron Seiler

Planning & Review Committee

Ron Seiler – Chair
Lynn Houdyshell
Betty Capps-Williams
Shawna Southwick
Bob Baker
David Miles

Membership Committee

Tom Hally - Chair
Tim Kopczynski
Bob Baker
Jim Solem

Survey Committee

Tom Hally – Acting Chair
Evelyn Mason
Chris Bergmann
Russell Doumas
Terry Thomas
Jacque Hyatt

FEDERAL MANDATE OF THE SRC

Review, analyze, and advise the Idaho Division of Vocational Rehabilitation regarding the performance of its responsibilities, particularly eligibility, the extent and effectiveness of services, and its functions that affect individuals with disabilities and their rehabilitation goals.

Advise and assist Vocational Rehabilitation in the preparation of their Strategic Plan, State Plan and its amendments, grant applications, reports, needs assessments, and evaluations.

Review and analyze the effectiveness of Vocational Rehabilitation and consumer satisfaction.

Coordinate the work of the State Rehabilitation Council with the meetings of other disability-related Councils.

Gather information used to accomplish the Council's mission from many sources:

- Information reported by the Idaho Division of Vocational Rehabilitation;
- Surveys conducted by the State Rehabilitation Council;
- Written comments from consumers of services and e-mails to the SRC website;
- Information gathered by Council members from their constituencies;
- Information solicited from other disability organizations and;
- Information solicited from Legislators.

MEMBER PROFILES

The Governor of Idaho appoints members to the State Rehabilitation Council after recommendations are made from representatives of organizations that represent a broad range of individuals with disabilities. In selecting members, the Governor is cognizant of ensuring minority populations are represented on the Council.

TIM KOPCZYNSKI, Chairman

Tim was appointed to the Council in 2004 as a representative for a Disability Advocacy Group, by Governor Kempthorne. In June 2006 under Governor Risch Tim was reappointed. His term will expire in June 2009.

Tim is retired from Idaho Division of Vocational Rehabilitation where he served as a counselor and then Regional Manager of the Lewiston Regional Office for 35 years. He has held a Certified Rehabilitation Counselor professional certification for fifteen years and it remains in effect until 2010. He does some private rehabilitation work with his company, North Idaho Consulting and Management.

He is passionately supportive of the Public Vocational Rehabilitation program and serves on advisory boards to further support and advance this program.

TOM HALLY, Vice Chairman

Tom was appointed to the Council in 2005. His current term will expire in 2009. He represents the Workforce Development Council and Business, Industry and Labor.

Tom has worked for the State of Idaho for thirty-eight years; thirty-three of those years were with the Division of Vocational Rehabilitation. He retired in 2004 as a Regional Manager for IDVR. He is currently on the Idaho Falls City Council. He is a Rotarian and member of the Chamber of Commerce and active on the Chamber's legislative committee. He is also active in the private sector marketing his late wife's watercolor prints.

ROBERT BAKER

Bob was appointed to the Council in 2005. His current term will expire in 2008. He serves on the Council as the representative for current or former recipients of services from Vocational Rehabilitation.

Bob graduated from high school in Kellogg, Idaho and received his associates of art degree from Spokane Falls Community College. He is currently a job coach for TESH, Inc. in Coeur d'Alene where he is responsible for training employees and consumers in competitive jobs in the Community Supported Employment Program.

WALTER "LYNN" HOUDYSHELL

Lynn is retired after 22 years as a US Army officer in Human Resources and Administration. He served five years as Director of Human Resources and Training for a hotel management company with Best Western properties in Montana and Idaho. He also served as a Vocational Rehabilitation Counselor for 12 years in the Boise East office with a general caseload. He received a BA in Sociology at Idaho State University in 1963, a Master of Arts in Sociology in 1973 from the University of Montana, Missoula, Mt. and a Masters degree - concentration in the Sociology of work. He is a graduate of the Command and General Staff College at Fort Leavenworth, Kansas and is currently retired and is married with two grown children. His hobbies include woodworking, assisting his wife with her business of Estate Sales, vintage sports cars and reading.

JACQUELINE HYATT

Jacque was appointed to the Council in 1999 representing the Idaho State Department of Education. She was reappointed in 2002 and in 2005. Her current term expires in 2008.

Jacque works as a Secondary Transition Specialist with the Idaho Department of Education. She has twenty years of experience in teaching and advocating for individuals with disabilities and their families in a variety of settings.

Her wide range of experiences across higher education, public schools, state institutions, non-profit, and state agencies have allowed her to gain insight into individual, family, and system issues in the provision of supports and services for people with disabilities.

Jacque earned a B.S. in Elementary and Special Education from the University of North Dakota, a M.Ed. in Vocational Education-Special Needs/Transition from Colorado State University, and is currently working towards a Ph.D. in Education Leadership and Human Resource Studies from Colorado State University.

Her graduate studies have focused on Secondary Transition for students with disabilities and have included an internship in the Office of Special Education and Rehabilitative Services, Transition Branch in Washington, D.C.

EVELYN MASON

Evelyn was appointed to the Council in 2005. Her current term will expire in 2008. She has been the Executive Director of Idaho Parents Unlimited, Inc. (IPUL) since June of 2002 and represents that organization on the Council. She has also been the Executive Director of VSA Arts of Idaho from 1993 to 2002 and Art Director of the Songwriters International Guild and Musicians Association.

RON SEILER

Ron was appointed to the Council in 2002 and his term expires in 2009. Ron has been extensively involved with the area of assistive technology for over 20 years on a personal as well as professional basis.

As the father of a 26 year old son with cerebral palsy, he has gained significant knowledge and skills related to a wide variety of AT devices and services. In particular, his parenting experience has given Ron hands-on knowledge related to the application of augmentative communication, computer access, and mobility technology for meeting the needs of individuals with physical impairments. He has been involved in improving policies and increasing the capacity of Idaho's health care system to provide assistive technology devices and services to Idaho elders since 1998. In 2004, he testified before the U.S. Senate, Special Committee of Aging. His testimony focused on the application of assistive technology for elders.

Ron received his Bachelor's degree in Special Education and Technology Education in 1989 and completed a Master Degree program in Assistive Technology in 1996. Ron is currently the principal investigator for the Idaho Assistive Technology Project, the Idaho AgrAbility Project and the recently funded Idaho Assistive Technology Reutilization Program.

SHAWNA SOUTHWICK

Shawna was appointed to the Council in 2005. Currently she serves as the Department Manager of Procurement and Compliance Support for CH2M-WG Idaho, LLC. (CWI). CWI is charged with safely and cost-effectively completing the

majority of cleanup work from past missions at the INL by 2012. She brings over two decades of operational and management experience in the supply chain and logistics organizations, as well as a strong financial background from previous positions within the banking industry. Shawna holds a masters degree in Human Resource Development and two bachelor's degrees in Corporate Training and Vocational Teacher Education, each from Idaho State University.

JAMES L. SOLEM

James L. Solem of Lewiston is currently serving a three year appointment as a Council member with the Idaho Division of Vocational Rehabilitation (IDVR). James is also serving an appointment as the Region II representative for the State Independent Living Council. James previously completed a three year appointment as state commissioner for the Idaho Commission for the Blind and Visually Impaired.

James holds a Masters Degree in Business Administration from the University of Redlands. He currently has been awarded his Advancement to Candidacy and holds the status of PhD. abd. in Education at the University of Idaho. He and his wife Kay have been married for 31 years and have two college age children.

His main interests include golfing with his family throughout the Northwest, and fishing both the Snake River and Clearwater River with friends.

James's zeal in life is to serve the disabled community, as he has experienced the lessons one can learn in the dark.

CHRIS BERGMANN

Chris Bergmann was appointed to the Council in 2006. Working in Human Resources, Chris has experience applying and interpreting equal employment opportunity, affirmative action laws, policies and procedures. As Disability Emphasis Program Manager (Term: November 1, 2005 – September 30, 2009), Chris assists in the assessment of under-represented groups or classes in the workplace and identifies barriers to recruitment, development & retention. He also identifies recruitment and outreach sources. Chris has a strong background in both finance and Human Resources. Chris serves as a member of the Idaho Civil Rights Committee as a former VR participant.

Chris holds Bachelors Degrees in Business Administration & Human Resource Management from Boise State University in Boise, ID.

TERRY THOMAS

Terry was appointed to the Council in 2007 and serves on the Council as the representative for the Idaho Division of Vocational Rehabilitation, in an ex-officio capacity as a Rehabilitation Counselor. This is a non-voting general category appointment of membership and is subject to rotation. Her term expires in 2009. She has been a Vocational Rehabilitation Counselor since 1976.

Terry received her BA degree from Utah State University in Education and her masters degree in Counseling from the College of Idaho. She is also currently serving on the Community Work Center Advisory Board.

BETTY CAPPS-WILLIAMS

Betty was appointed to the Council in 2007 to represent parents of children with disabilities. Prior to retirement in 2004 she was the Regional Director of the Idaho State University's Small Business Development Center within the College of Business at Idaho Falls. She holds a BS and Masters Degree in Education from Idaho State University and is currently pursuing a Ph.D. from the University of Idaho.

RUSS DOUMAS

J. Russell Doumas was appointed to the Council in 2007 and has more than 34 years of experience serving individuals with disabilities. Russ is the Chief Executive Officer for TESH, a community-based non-profit rehabilitation organization serving children and adults in Coeur d'Alene, Idaho. Prior to July 2005, he was the President of Job Point in Columbia, Missouri, a position he held since 1982. His responsibilities included operating a comprehensive employment and training center serving persons with disabilities and the economically disadvantaged. For ten years prior to that he was the Director of Metro Industrial Services in Lexington, Kentucky.

Currently, Russ serves on the Idaho State Rehabilitation Council and as Secretary/Treasurer of the Idaho Association of Community Rehabilitation Programs. Russ holds a MA in Rehabilitation Administration from the University of San Francisco and a BA in Political Science from the University of Kentucky. The House of Representatives appointed him to the "Ticket to Work and Work Incentive Advisory Panel in 2005.

DAVID MILES

David has worked for the Nez Perce Tribe approximately 27 years in various capacities, while helping raise four children who are all now grown. During this time, he started working towards getting an education, graduating with a degree in Business Administration in 1982.

In 1986, he decided to pursue a Masters in Education with an emphasis in Secondary Education and graduated in 1989. He then went to work for the Department of Social and Health Services for the State of Washington for approximately three years, and for about two years was a teacher of Business Education at Lapwai High School.

Because of the opportunity to go back to work for the Nez Perce Tribe, he started his second stint in June 1993 as an Employment Counselor, moving into the Director's position for the Tribal Vocational Rehabilitation Services in October 1997 to the present, some 10 years. Soon after he was discharged from the US Navy in September 1970 and prior to working for the Nez Perce Tribe, he worked in a Youth Christian movement called The Jesus People movement.

Realizing that he needed further education, when the opportunity arose, he started back to school in the fall of 1974. He had been working as an employment coordinator for the Nez Perce Tribe prior to going back to school. At the time, their children were all very young, and his wife at the time was a stay-home mother, but she put a lot of child development work/activities in the children's lives at the time. In December 1978, the youngest daughter was born. She is now 28 years old.

DR. MICHAEL GRAHAM

Dr. Michael Graham of Boise assumed his duties as the new Administrator of the Idaho Division of Vocational Rehabilitation (IDVR) on August 18, 2003. Dr. Graham came to IDVR from the Commission for the Blind and Visually Impaired, where he served as Executive Director for four and a half years. Dr. Graham has experienced a variety of rehabilitation perspectives over the past twenty plus years including: student, client, counselor, program developer, program manager, grant writer, consultant, and agency administrator.

Dr. Graham holds a Doctorate Degree in Special Education in Blindness and Visual Impairments from the University of Northern Colorado, and a Master's degree in Vocational Rehabilitation. He and his wife Linda have two teenage children along with an assortment of domestic animals.

Activities away from work include jumping on the trampoline with his children, hiking, camping, spiritual pursuits, as well as reading science and history.

"I have a passion for people with disabilities, as I understand their potential and valuable contributions to society."

PROFILES OF PAST MEMBERS WHO SERVED DURING 2007

MANUEL GUERRA

Manuel was appointed to the Council in 2001 and was reappointed to another three-year term in 2002 and 2005. Manuel was the representative for Disability Advocacy Groups to the State Rehabilitation Council.

Manuel grew up in southeast Idaho. He graduated from Idaho State University in 2000 with a degree in Social Work. After graduating he moved to Boise to work for Co-Ad, Inc. He also serves on the Idaho Parents Unlimited Board. In his free time he enjoys doing volunteer work. He has been a match with Big Brothers/Big Sisters for nearly four years and has recently started doing volunteer work with the Ronald McDonald House.

NANCY BERGMANN

Nancy was appointed to the Council in 2001 and was reappointed to another three-year term in 2004. Her term ended in June of 2007. Nancy represented Business, Industry and Labor on the Council.

Nancy works as an Economic Development Program Manager for the Idaho National Laboratory (INL) and is responsible for the planning and execution of the laboratory's comprehensive economic development program. Specific areas of involvement include small business outreach, business plan consulting and analysis, and community and regional economic development organization liaison activities. Prior to her role in economic development in 1993, Nancy was an INL Equal Employment Opportunity and Affirmative Action Officer and Manager of Diversity Programs. Nancy served for 20 years as a United Way volunteer and member of the National Board of Directors of United Way.

TODD DEVRIES

Todd was appointed to the Council in 2005. He represented the State Independent Living Council.

Todd received his Bachelor of Arts degree in religion and philosophy from Whitworth College in Spokane, Washington. He is currently pursuing his degree in counseling and Human Services/Rehabilitation Counseling from the University of Idaho. He is the student coordinator of accommodations and technology at Idaho State University. He is also the Vice-Chairman of the State Independent Living Council.

The State Rehabilitation Council developed a checklist in review of the Rehabilitation Act to ensure that the SRC is in compliance with federal regulations. Several members volunteered to do an evaluation of the requirements of the SRC. The checklist was developed and a line-by-line review was discussed during the April 2004 meeting. The SRC are pleased with the results of their findings on meeting all the requirements with the federal standards. It is the responsibility of the Chair and Vice-Chair to ensure that the SRC has met these criteria for fiscal year 2007.

Idaho State Rehabilitation Council Compliance Overview

SECTION 361-16 ESTABLISHMENT OF STATE REHABILITATION COUNCIL

A. General Requirements

(1) Written assurance SRC is independent state commission that is:

- i. Consumer controlled
 - A. physical/mental impairment _____
 - B. represents broad range of disabilities _____
- ii. Includes family members, advocates,
other reps with mental impairment _____
- iii. Conducts functions in Section 361.17 (h) (4)
(Conduct review and analysis, consumer satisfaction) _____

(2) Written assurance that:

- i. SRC meets requirements of Section 361.17 _____
- ii. SRC/IDVR jointly develop & agrees to state goals &
submits an annual report _____
- iii. IDVR consults with SRC regarding revisions to state goals _____
- iv. IDVR transmits to the SRC:
 - A. Plans and reports _____
 - B. Information on practices & procedures used by VR staff _____
 - C. Copies of due process hearing decisions _____
- v. State Plan includes summary of SRC input as follows:
 - SRC recommendations _____
 - Consumer Satisfaction data (Section 361.17) _____
 - Other reports prepared by SRC _____

B. Separate State Councils

(If state designates a separate agency for the blind, the state must either establish a separate state rehabilitation council for each agency or establish one state rehabilitation council for both agencies.)

SECTION 361-17 REQUIREMENTS OF STATE REHABILITATION COUNCIL

A. Appointments

- (1) Appointed by Governor _____
- (2) Ensure minority representation _____

B. Composition

- (1) SRC will be comprised of at least 15 members; _____
 - i. SILC _____
 - ii. Parent Training & Information (IPUL) _____
 - iii. CAP (Co-Ad) _____
 - iv. VR counselor _____
 - v. Community rehab program (CRP) provider _____
 - vi. Four reps of business, industry & labor _____
 - vii. Cross section of disability groups _____
 - (A) Persons with physical, cognitive, sensory, mental _____
 - (B) Persons who have difficulty representing self _____
 - viii. Recipient of VR services _____
 - ix. American Indian VR Director (under section 121) _____
 - x. Special Education representative _____
 - xi. State workforce investment board _____
 - xii. IDVR director (ex officio non-voting) _____
- (2) IDVR employee (non-voting) _____
- (3) (If) a separate board for Blind _____
 - i. To include all in (b) (1) except (b) (1) (viii) _____
 - ii. Separate board to include: _____
 - (A) Disability advocacy group representing blind people _____
 - (B) Person who is blind or multiple disabilities _____

(4) Exceptions. If state law creating a separate council for blind was passed before 1992, and requires less than 15 members, the separate council is still considered to be in compliance)

C. Majority

- (1) SRC is comprised of a majority of persons with disabilities _____
- (2) Separate council for blind, majority of persons who are blind _____

D. Chairperson

- (1) Selected by SRC from among voting members, subject to veto _____
- (2) If state law prevents governor veto, appointing authority designates chair _____

E. Terms of Appointment

- (1) Three year term, serving only two consecutive terms _____
- (2) When filling vacant seat, replacement will be appointed for the remainder of predecessor's term _____
- (3) Terms of appointment should be staggered _____

F. Vacancies

- (1) Vacancies filled using same process as original appointment _____
- (2) No vacancy affects the power of remaining members to execute duties _____

G. Conflict of Interest

(No member shall cast a vote on any matter that would provide direct financial benefit to the member or member's organization)

H. Functions

- (1) Review, analyze, and advise IDVR related to:
 - i. eligibility for VR services, including order of selection _____
 - ii. Extend, scope, and effectiveness of services _____
 - iii. Functions of VR that affect ability to achieve employment _____
- (2) SRC in partnership with IDVR will:
 - i. Develop, agree to, and review state goals _____
 - ii. Evaluate IDVR and submit report to Secretary _____
- (3) Advise IDVR and help prepare state plan and amendments _____
- (4) Conduct review of effectiveness of, and consumer satisfaction with:
 - i. functions performed by IDVR _____
 - ii. services _____
 - iii. employment outcomes, including health and other benefits _____

- (5) Submit report to governor & Secretary within 90 days _____
- (6) Coordinate to avoid duplication with:
 - SILC _____
 - SEAP _____
 - DD Council _____
 - Mental Health Planning Council _____
 - State Workforce Investment Board _____
- (7) Provide for working relationship with SILC and CILs _____
- (8) Perform other comparable functions
 - i. Resources _____
 - (1) SRC & IDVR must prepare a plan to ensure adequate resources for the Council to carry out its duties
 - (2) Resource Plan must rely on resources available during period of implementation
 - (3) Disagreements between SRC & IDVR regarding amount of resources needed by Council to be resolved by governor
 - (4) SRC will supervise and evaluate staff use to carry out its functions
 - (5) Staff assigned to SRC may not be assigned duties that create a conflict of interest

I. Meetings

- (1) Convene four meeting per year in locations determined by SRC _____
- (2) Conduct forums and hearing as appropriate _____

K. Compensation

- (1) Funds may be used to compensate and reimburse expenses of members _____

L. Governor's Executive Order

2008 GOALS

1. Ensure that State Rehabilitation Council members are fully prepared to meet their responsibilities as required by federal law.
2. Ensure that the Idaho Division of Vocational Rehabilitation has adequate resources to accomplish its mission and promote collaborations that advance the mission of the agency.
3. Conduct ongoing evaluations of Idaho Division of Vocational Rehabilitation services, offer recommendations for improving services, and participate in the development of its State Plan and the Strategic Plan.
4. Strengthen the collaboration between the Idaho Division of Vocational Rehabilitation and the Tribal Vocational Rehabilitation programs.

COUNCIL ACTIVITIES, ACCOMPLISHMENTS, INFLUENCES AND IMPACTS

SRC members participated in the following activities and organizations:

- Tom Hally, Workforce Development Board member reported on a project in Idaho Falls for accessible playground equipment for youth with disabilities.
- Ron Seiler reported the Assistive Technology task force is developing a set of recommendations for statewide dissemination. He also reported his project has been awarded the AgrAbility grant and it is operational.
- Bob Baker continues to work on a training manual for job coaches for CRP's working with individuals with disabilities. He is also working with the Area Agency on Aging to obtain legal advice for people caring for the elderly.
- Nancy Bergmann reported that the INL is producing a video to showcase VR to secure more funding for the Agency.
- At the request of some Treasure Valley coaches Lynn Houdyshell gave a talk to their high school group about Vocational Rehabilitation.
- Manuel Guerra announced that Co-Ad has recently acquired the Work Incentives (WIPA) grant and that he will assume a role with that grant.
- Tim Kopczynski attended an RCEP Advisory board meeting in Washington State. He explained RCEP controls training needs of VR and SRC staff.
- Jacque Hyatt who coordinates the secondary transition education council indicated she will be providing the Council with the new structure of Special Education. She indicated the Department of Education is partnering with IDVR to pull together VR counselors and teacher leaders in the area of secondary transition to talk about what is working and what is not.
- Todd DeVries, Council member and Disability Resource Coordinator for ISU, reported on a recent conference in New Orleans which discussed disaster preparedness, especially for individuals with disabilities.
- Chris Bergmann, Council member who is employed by the USDA also volunteers for disability awareness at his job.

- Russ Doumas explained a project with TESH and North Idaho College which proposes to provide more choices for individuals with disabilities.
- Betty Capps-Williams is doing volunteer work with AARP assisting with state and federal tax returns for the elderly and disadvantaged.
- Chris Bergmann explained how the Medicaid Buy-in helps individuals with disabilities.
- Ron Seiler advised that the Assistive Technology Grant is now a permanent Federal Program. He also updated the Council on the AgrAbility Grant and the Equipment Recycling Program grant, which recycles to people low or moderate incomes.
- Ron Seiler also advised there will be a conference for Exceptional Children for special education educators in Sun Valley and Boise in the fall of 2007.
- Betty Capps-Williams is working with SCORE, assisting people with disabilities research and develop self employment opportunities.
- Shawna Southwick is working on financial sponsorships for the Winter Special Olympics, with her employer and other Corporations at the INL.
- Nancy Bergmann established a foundation called Able Entrepreneurs of Idaho Charitable Fund. The foundation was established by initial contributions from CH2M-WG Idaho Inc., LLC (CWI) and Batelle Energy Alliance (BEA).
- Russ Doumas served on the Federal “Ticket to Work and Work Incentive Advisory Panel” that advises the White House and Congress on implementation strategies for “Ticket to Work” legislation.

2007 HIGHLIGHTS

During 2007, many presentations were made to the SRC by other agencies, councils, or affiliates. Information gathered from these presentations is used by the Council in future recommendations to Vocational Rehabilitation for improving the effectiveness of Vocational Rehabilitation services. The following is a list of the presentations made to the Council in 2007:

IDVR HR UPDATE – RENEE SMITH

During 2007 Renee gave several presentations that included the agency's Self-Employment policy; the use of VRA's (Vocational Rehabilitation Assistants) in service delivery; and the success of the Zone Manager concept.

WORKFORCE INVESTMENT

A WIA presentation by the Department of Commerce and Labor – Leandra Burns, Administrator of the Employment and Training Division and John Russ covered the present status of the Workforce Investment Act, and the Department of Labor Navigator grant. This grant is to assist persons with disabilities to navigate through the system and access employment. Also discussed was the strong partnership between the Department of Labor and IDVR in the One Stop concept.

COUNCIL OF STATE ADMINISTRATORS OF VOCATIONAL REHABILITATION CONFERENCE – CSAVR

The SRC chair and vice chair were invited to and attended the spring CSAVR conference in Bethesda, Maryland. The chair also was invited to and attended the fall conference in Texas. Specific agenda items involved the SRC chairs at this national conference and their input and oversight is given as it relates to planned service delivery and the public Vocational Rehabilitation policy for the future.

At the spring conference appointments are scheduled with the Idaho Congressional delegation and that delegation is brought up to date on the needs of Idaho's people with disabilities as it relates to upcoming legislation and future funding needs.

TOWN MEETINGS

The State Rehabilitation Council and Vocational Rehabilitation co-sponsor town meetings in various areas of the state. The purpose of these meetings is to solicit input from the public about Vocational Rehabilitation. SRC members are continuing

in the process of devising new strategies to significantly increase attendance of future town meetings.

JOINT SESSION WITH THE STATE INDEPENDENT LIVING COUNCIL

In April the State Rehabilitation Council (SRC) and the Idaho State Independent Living Council (SILC) again had a joint session focusing on common goals and needs, and reviewing the success of common interest bills during the recent Legislative session.

NEW SRC MEMBER ORIENTATION

In April training for new, as well as existing, SRC members was provided by the director of the Center for Continuing Education in Rehabilitation for Region 10 from Western Washington University. The role and function of SRC members were covered as well as mandatory requirements as outlined in Section 105 of the Rehabilitation Act, as amended.

CO-AD/CAP

A presentation was made by a SRC member who is a representative of this agency concerning the role and function of Comprehensive Advocacy (Co-Ad) and the Client Assistance Program (CAP) as it relates to the oversight of delivery of services to Idaho's people with disabilities.

IDAHO RURAL PARTNERSHIP BOARD

A presentation was made in April by Dale Dixon executive director of this board. He explained the membership of the Idaho Rural Partnership Board is established by federal and state statute. It is comprised of individual members selected by the Governor and by representatives from federal, state, tribal and local agencies and organizations. The group assesses the conditions of rural Idaho, advises public policy makers on rural policies and strategies, identifies and coordinates services and resources available to rural communities. The mission of this board is to join diverse public and private resources in innovative collaborations to strengthen communities and improve life in rural Idaho.

FOUNDATION/501c3

Hilary Ingle, Idaho Community Foundation, made a presentation to the SRC explaining the benefits and advantages of Community Foundations and/or a 501c3. Although the SRC itself cannot form such a foundation, members of the Council and other “Friends of Rehabilitation” may pursue development of such a foundation.

IDAHO PARENTS UNLIMITED

Council member Evelyn Mason of IPUL gave a presentation on the Family to Family grant being pursued by that agency. This grants intent is to improve the health and well being of Idaho’s children and youth with special health needs.

IPUL trained 574 parents in the past year on a variety of topics to include parent leadership training. Those having completed the training have gone on to sit on 53 boards.

MEDICAID WAIVER PRESENTATION

In July Kelly Buckland, Executive Director of SILC, gave a detailed presentation on the Medicaid Waiver. He detailed its history from 1996 when Governor Batt created the Medicaid Reform Advisory Council, and the yearly advances in the legislation, culminating with the passage of the Medicaid for Workers with Disabilities in February 2006. It was signed into law in March of that year and went into effect January 2007.

121 PROGRAM (TRIBAL VOCATIONAL REHABILITATION)

In July David Miles, Director of the Nez Perce VR program and Lucinda George, VR Counselor for that program gave a detailed and informative presentation on the history of the 121 program nationwide as well as within the state of Idaho. They covered the funding, service delivery and challenges of Tribal VR programs. This program works separately but in cooperation with the Federal/State public VR program.

PRESENTATION OF 2008 LEGISLATIVE ISSUES

In October, Marilyn Sword and Jim Baugh of the Developmental Disabilities Council presented the upcoming legislative issues that their Council will be looking at for 2008.

IDVR PRESENTATIONS

In addition to these presentations, Dr. Michael Graham, IDVR Administrator and his Administrative staff provide updates at each SRC meeting of the Division's activities, concerns, and issues. This offers SRC members the opportunity to ask questions and provide valuable feedback to IDVR.

MESSAGE FROM THE ADMINISTRATOR IDAHO DIVISION OF VOCATIONAL REHABILITATION

Dear Reader,

After some reflection regarding the 2006 year of change activity, it is worth noting that change at times needs a bit of a rest for stability and we enjoyed a less turbulent period for change during 2007. That is of course not to say, change didn't occur. There was an up tick in personnel adjustments with ten counselors from around the state leaving us during the middle of the year, which has fortunately slowed in the fall. Two new managers came on board this year for Twin Falls and Caldwell regions. Renee Smith our Program Development and HR Manager also left in mid summer causing a real hiccup for a time until Karina Hensely could begin bailing us out with the HR Management/Program Development position. My right hand, Claudia Howell left us for a more leisurely life style in conjunction with her husbands work. Jacque Truax has brought her fine personality and organizational skills, more than filling the gaps. Thanks to Tim Kopczynski and others help in the excellent hire. All and all, these changes seem more normal than Governors getting new assignments in a matter of months as noted in the previous year.

Friends of IDVR seem to grow with time. Relationships with our partners like Corrections, Mental Health, school districts, and advocacy organizations are talking more with one another than in previous years. When we work to build relationships and partnerships, they grow and develop for the good of all concerned. Along this line we made progress in Round Table discussion pertaining to extended employment for those with most significant disabilities needing ongoing job support.

At the national level, the more things change, now a democratic Congress, the more they stay the same. Yes, the Rehabilitation Act first due for reauthorization in 2003 still isn't passed and may not pass until the 2009 Congressional session. It's beginning to look like little action will occur until after a new president is elected in November of 2008. What's a new president have to do with reauthorization, you ask? Well, I can't figure it out either.

WOW, can you believe it? Our agency just completed another banner year in productivity. Last year we were amazed and grateful with the years work success, only to repeat this year with a record performance successfully closing 2120 individuals, or a 6.2 percent increase over the previous record year. Our success places Idaho's productivity at more than twice the national average on a per capita basis for state population. Here is one view. On average for every million dollars federal provided to states 51 successful rehabilitations occur. For blind agencies the number is 27 successful employment outcomes. Idaho general is at an unbelievable 150 per million federal dollars provided. This number may be revised downward to some degree by RSA, but it will be outstanding. Yes, that means we did really good. There is no single factor that can be attributed to the success. Many elements must be clicking correctly, including a good economy, retaining well-qualified staff, a successful supportive SRC and many other factors. There was a substantial pay increase for most staff this year through legislative action and an unknown number of private conversations in support of the legislative measures. Thanks must go to SRC members who played a part in the process.

One of the highlights of the year is when we get together for our annual In-Service to celebrate the year and associated accomplishments. This year we did the In-Service conference in Boise in conjunction with about 50 of our colleagues from the Department of Labor, including the nine new Navigator personnel. We were able to provide healthy bonuses for the second year in a row, which

is uplifting to those with recognizable and above average performance. Vicki Tesch this year took us to a new level of performance designing a competition in the form of regional skits targeting the conference theme of TEAM, Together Everyone Achieves More. Some of us got to be silly in public, a type of behavior usually avoided. The winners were the Coeur d'Alene region, Pocatello region and Boise School to Work/Mental Health for involvement, costumes and flavor of their region respectively.

In conclusion, one cannot capture all the year's key events, as they are too many for one brief letter. I continue to appreciate the strong and supportive relationship between the agency and the SRC. I am looking forward to our joint work next year with an old friend, but new SRC leader at the helm, Tom Hally, the previous Regional Manager from Idaho Falls. Working together with the SRC is a real treat whether on Capitol Hill, in a quarterly meeting, reviewing agency policy, developing a strategic plan, studying survey results, building new relationships, or whatever is called for in our mutual mission.

Warmest personal regards,

Michael Graham
Administrator

CLIENT SATISFACTION SURVEY 2007

The Client Satisfaction Survey was completed during the fall of 2007. The purpose of the survey was to provide an alternative method of collecting client input on the quality of services they receive through the Idaho Division of Vocational Rehabilitation (IDVR). The SRC Surveys were mailed to an equal number each of closed and open cases across the two chosen regions of the state. A total of 51 surveys were returned and analyzed. To retain client anonymity, completed surveys did not ask for demographic or other personally identifying information.

Questions on the survey were constructed to obtain information regarding; 1) client access to services and counselors, 2) involvement in decisions about their plan and services, 3) timeliness of service provision and 4) overall satisfaction. Overall, respondents stated that they were satisfied with IDVR services and eighty six percent stated that they would recommend IDVR to others.

The two regions surveyed included one region from the eastern part of the state and one region from the northern part of the state. The participants were given the opportunity to add additional information with written responses. They were encouraged to get assistance in completing the questionnaire from friends, family members, job coaches or others but were asked not to get help from their IDVR counselor. It should be noted that many of the participants took advantage of the opportunity to provide written comments, most of which were positive.

The question with the highest positive rating dealt with how the participant felt they were treated when they applied for services. Only two responded negatively. The question with the lowest positive rating dealt with participants who needed assistance with job placement from their counselor. Five were not satisfied with the assistance they received. This question only involved 31 participants as not all of the participants needed help with placement. Eight responses were negative or 26%. The overall direction of the responses was positive as were the written comments.

The survey provides an independent effort to look at how the participants feel about the agency, their counselor, their involvement, and how they were treated. This information will be shared with the Administrator of the agency and the members of the SRC.

2007 REHABILITATIONS OF THE YEAR

Each year the Idaho Division of Vocational Rehabilitation assists many individuals with disabilities to go to work. Once a year, IDVR highlights an outstanding individual from each of the nine regions in the state.



Robert Lynch
Real Estate Agent
Region 1 – Coeur d'Alene

Robert Lynch worked for several years as a Firefighter and then as an Emergency Medical Technician (EMT). In 2002, while responding to an emergency, Rob was injured trying to prevent a gentleman from falling from a gurney that was collapsing while being moved. He developed degeneration of a cervical intervertebral disc and thoracic outlet syndrome, leaving him with functional limitations of the hands and shoulders. With the help of VR Rob was able to attend school and began working as a Real Estate Agent for Keller Williams in May of 2006. Rob has had a very successful year and has moved more than 13 units in his first year. Rob is enjoying his work immensely.



Barbara Pierce
Director of Security – Lewis-Clark State College
Region 2 – Lewiston

Barbara Pierce came to VR in January 2002. She was referred by the One Stop Center due to her profound hearing loss and requested assistance with the purchase of hearing aids. Through self-exploration and counseling and guidance from her VRC, Barb pursued a Bachelor of Applied Technology Degree in Information Systems Analysis through Lewis-Clark State College. VR assisted Barb with tuition, books, tools, and rent during her academic training program. Barb is now the Director of Security at Lewis-Clark State College. Barb supervises two full time and nine part-time employees. Barb has always been appreciative of the help and support she received from VR staff.



David Redler

Owner/Operator of Dave's Perennials

Region 3 – Treasure Valley

Dave Redler was initially referred to VR by Reg. III MH in November 2003. He was placed into employment but as a result of his severe depressive symptoms, Dave lost that job in May 2005. He re-applied for IDVR services in August of 2005. Dave has been diagnosed with Schizoaffective Disorder. The only source of therapeutic intervention that has proven effective is his love for plants. Dave and VR, in partnership with Region III Mental Health, decided to pursue self-employment as a Perennial wholesaler. Dave is now the owner/operator of Dave's Perennials. Dave has expressed his thanks and appreciation repeatedly for IDVR assistance. Dave says that this is the first time in his life that he has been able to find real hope for his future.



Phil Wert

Maintenance Worker/Church of Jesus Christ of Latter Day Saints

Region IV- Twin Falls

Phil was diagnosed with Multiple Sclerosis 15 years ago. At that time he left his life-long employment as a self-employed rancher to work for the Facilities Maintenance Group for the Church of Jesus Christ of Latter Day Saints. The maintenance work continued well, without significant difficulty until the fall of 2005 when Phil started to experience additional fatigue, loss of balance and problems with stumbling. He borrowed an ATV 4-wheeler from a friend to see if this would help him perform his outside work duties, it did with great success. Phil came to VR to request assistance with purchasing his own ATV 4-wheeler as he could not afford the cost of one on his own. The cost was shared between VR, his family and the M.S. Society. VR has provided Phil with additional counseling and guidance as needed. He loves his job and his supervisor is pleased to be able to have him continue his employment. He states: "VR has been wonderful, helpful and great to work with. They have done a great justice for me. I continue to work because of it."



Susan Anderson

Counselor - Still Waters Counseling

Region 5 – Pocatello

Susan Anderson came to the Idaho Division of Vocational Rehabilitation in May of 2001. She had been previously employed, but due to chronic depression as a result of Hypothyroidism had taken a medical leave of absence and eventually quit her job. She applied for Social Security Disability, but was denied. Not sure where to turn for assistance she went to a career counselor who referred her to VR. With tuition assistance from VR, Pell Grants, scholarship awards, assistance with books and transportation, Susan enrolled at Idaho State University where she recently completed her overall academic career with a noteworthy 3.6 GPA. Susan plans to obtain a Master's Degree in Social Work and currently works for Still Waters Counseling in Blackfoot.



Emily Malcom

Lobby Attendant –Kentucky Fried Chicken

Region 6 – Idaho Falls

While in high school, Emily Malcom participated in pre-vocational training in the production area at Development Workshop and began working with Vocational Rehabilitation. With assistance from VR, she found employment shredding documents at a TV station. However, over the next two years, her hours at work were reduced significantly and she decided it was time to find a new job. With assistance from her VR counselor they identified a list of jobs she might be able to do well. Emily performed very well in a work evaluation, and was hired for a position at Kentucky Fried Chicken where her duties include keeping the lobby floors and tables clean, restocking napkins, straws, and other supplies. Because of her limited vision, cleaning tables completely was a challenge for Emily. Her job coach helped her develop a pattern for wiping each table to ensure that the full surface was cleaned. Emily's earnings reduce her dependence on Social Security benefits, and the work experience she is gaining will help her to become more independent in the future.



Dee Pyle

**Radio Repairman-National Interagency Fire Center
Region 7 - Caldwell**

In 1984, Dee Pyle was injured while clearing forest area for an elk refuge when a tree fell on him and he suffered a spinal cord injury. Over the next 5 years, Dee was in rehab, completed his GED, and earned an Associate's Degree in Electronics Technology from ITT. In 1989, Dee started working for the National Interagency Fire Center (NIFC) repairing radios and other electronic equipment. In 2003, Dee began to develop pressure ulcers because his wheelchair was ill-fitting and had developed bilateral shoulder arthritis from using a manual wheelchair. His physician wanted him to begin using an electric wheelchair and to limit his transfers from wheelchair to vehicle driver's seat in his van. His current van had many problems and he needed a new one.

Dee was referred to IDVR through NORCO in April 2005 when his physicians had advised him to start applying for SSDI benefits. Dee wanted to maintain his employment at NIFC as he was nearing retirement and is the sole provider for his family. We learned that the Federal Worker's Compensation Program had provided Dee with his original rehab tech needs and were to provide ongoing needs. One year later, Dee arrived at IDVR office in his new electric wheelchair and new modified van paid for entirely by the Federal Worker's Compensation program. Dee still works at NIFC.



Traci Hopper

**Administrative Assistant – Garden City Community School
Region 8 – Boise**

In March 2005, Traci Hopper applied for services a second time with Vocational Rehabilitation. In 1995, Traci was involved in a motor vehicle accident that left her a paraplegic. Since that time, she had had multiple surgeries and complications. To further complicate matters, Traci had a history of depression and continued substance abuse. Early on it was determined that Traci did not have the basic daily living skills necessary to complete any form of training program or work task. The VR Counselor referred Traci to programs (utilizing her Medicaid card) to work on areas that would provide the basic foundation for her rehabilitation program. Extensive vocational guidance and counseling opened doors to Traci and provided her with valuable information she needed to identify an attainable work goal. She continued to work towards her goal despite the numerous obstacles that arose. Working with VR she was able to address issues of training, transportation and child care. Traci was hired by Garden City Community School, as a full time Administrative Assistant in a salaried position with benefits available.



Jesse Delgado

Auto Body Repairman – Peterbuilt Truck Company

Region 9 - Treasure Valley Corrections

Jesse Delgado's case manager at the Boise Community Work Center referred him to the VR for assistance in transitioning back to the community and workforce. Jesse's employment history, prior to his incarceration had been limited to unskilled work as a general laborer and painter's helper. Through VR an Individual Plan for employment (IPE) was developed to pursue the goal of Auto Body Repairer. Rehabilitation services provided consisted of Vocational Counseling/Guidance, Community Based work adjustment, Personal/Vocational Adjustment counseling, Medication monitoring, participation in Relapse Prevention programming, Substance Abuse counseling and Placement/Follow along services. In addition to these primary services, VR also assisted Jesse with many essential support services such as clothing, transportation and tools. Jesse persevered in maintaining a positive attitude and in his commitment to a drug free lifestyle, and has maintained his employment now as a body repair specialist for over a year with Peterbuilt Truck Company of Boise. They are proud of his work & accomplishments.

IDAHO'S WORKFORCE INVESTMENT SYSTEM

For years, Idaho being a small rural state, service agencies have learned to rely on one another to effectively manage resources in a cooperative manner in order to serve the people of Idaho.

The Idaho Division of Vocational Rehabilitation (IDVR) is recognized as a primary provider of expertise concerning the needs of persons with disabilities. IDVR has had a relationship with its Workforce Investment partners long before the passage of the Workforce Investment Act. IDVR and the SRC continue to support the One-Stop system to increase the visibility of Vocational Rehabilitation programs, thereby strengthening relationships with employers who hire VR clients.

2007 GOALS

- ❖ **Goal:** Ensure that State Rehabilitation Council members are fully prepared to meet the responsibilities as required by federal law.

Results: New members are provided a SRC Member Information booklet which contains the duties and responsibilities as taken from the Rehabilitation Act.

Region X RRCEP provided training to new SRC members in April 2007.

- ❖ **Goal:** Ensure that Idaho Division of Vocational Rehabilitation has adequate resources to accomplish its mission and promote collaborations that advance the mission of the agency.

Results: SRC members met with the Idaho Congressional Delegation while in Washington D.C. in April and stressed the need for full Federal Funding and authorization of the Rehabilitation Act.

Individual SRC members met with Idaho Legislators to advocate for full match funding to assure the maximum resources would be available for Idaho's people with disabilities.

The SRC continued to encourage collaboration and cooperation with peer Idaho agencies and private funding groups to augment IDVR's case service budget.

- ❖ **Goal:** Conduct ongoing evaluations of Idaho Division of Vocational Rehabilitation services, offer recommendations for improving services and participate in the development of its State Plan.

Results: An annual Client Satisfaction Survey was completed, results verified as valid and shared with IDVR. Where necessary modifications in service delivery will take place within the Agency. Additionally the SRC and IDVR Co Sponsored Town Meetings to solicit public input related to IDVR Services and Policies and Practices.

The SRC Chair and Vice Chair were invited to participate in the development of the IDVR State Plan, and that document was presented to the full Council for further input prior to finalization.

- ❖ **Goal:** Strengthen the collaboration between the Idaho Division of Vocational Rehabilitation and the Tribal Vocational Rehabilitation programs.

Results: The SRC provided ongoing support to the continuation of the Coeur d'Alene Tribal VR program, as well as the Nez Perce program and the Shoshone Bannock program which was refunded after a grant lapse. A presentation was made to the SRC by David Miles and Lucinda George of the Nez Perce Tribal VR program in July 2007, to explain the issues with Tribal Vocational Rehabilitation.

Vocational Rehabilitation/State Rehabilitation Council

Communication Plan

According to the Rehabilitation Act, the role of the State Rehabilitation Council (SRC) is to be a voice for consumers and other stakeholders in the public rehabilitation system. The SRC works in partnership with Vocational Rehabilitation toward a common goal of maximizing employment and independent living for people with disabilities.

Under the law, SRC members review and evaluate the activities of Vocational Rehabilitation. This includes evaluating the agency's services, outcomes, policies, and reports that affect how the agency supports and responds to people with disabilities. If Vocational Rehabilitation decides to change any policies or procedures about VR services, it has to consult the SRC beforehand. The SRC works with Vocational Rehabilitation to develop performance goals and priorities for the agency. At the end of the year, the SRC also helps the agency review how effectively it performed towards meeting those goals and priorities and how well it is carrying out its responsibilities.

The intent of the Rehabilitation Act is to create a public rehabilitation system that is both consumer oriented and consumer driven. For practical purposes, the Vocational Rehabilitation must manage the day-to-day operation of the VR program. However, it is vital that consumers and advocates have an effective voice in this system at the highest levels.

It is the intent of the communication plan to provide specific direction to facilitate the exchange of information between the Idaho Division of Vocational Rehabilitation (IDVR) and the State Rehabilitation Council (SRC). To this end, the following communication plan has been developed.

Communication Plan

As situations and issues associated with section 105 of the Act arise, a specific communication flow will be utilized to ensure and document proper information exchange between the State unit and the State Rehabilitation Council.

The Agency Administrator and the SRC chairperson will communicate by phone at a minimum of once every two weeks to discuss on-going items of concern within the daily operation of the Agency to promote efficient communication.

As issues arise requiring SRC input, the IDVR Administrator/Management staff will present these issues to the SRC Chairperson who can either carry this information to the next scheduled SRC Quarterly Meeting or if immediate response is necessary, communicate the information to an executive, standing or assigned SRC Committee. If issues are brought before the Quarterly SRC Meeting, there must be a quorum for the SRC to confirm, reject, or request additional information on the issue.

If the issues are communicated to an executive, standing, assigned or full SRC committee for comment, it will be presented in either written or electronic form. The SRC Chairman will gather the input from the SRC members involved that will either confirm, reject, or request additional information on the issue. The SRC Chairman will then communicate the SRC response to the IDVR Administrator and SRC Liaison.

Once the IDVR Administrator and SRC Liaison receive the input from the SRC, the information will be communicated to Management staff in whatever format that will facilitate the exchange of information, i.e., verbally, written or electronically. Once the information has been communicated and discussed with IDVR Management staff, a decision will be made as to whether the input from the SRC will be accepted or rejected. A status report regarding the issue will then be provided to the SRC in written or electronic format. This information will also be documented for inclusion in the State Plan Attachment 4.2: Summary of Input by the State Rehabilitation Council for the upcoming year submission.

STATE REHABILITATION COUNCIL
ANNUAL PLAN

Goal One: Ensure SRC members are fully prepared to meet their responsibilities as required by federal law.

Strategy One – Continue strategic planning within the State Rehabilitation Council

Action: The Executive Committee will review the current strategic planning elements (goals and mission of SRC) and recommend key actions annually.

Action: The Executive Committee will propose recommendations and revisions as early as the July current year meeting and all goals will be finalized by the full Council at the October current year meeting.

Action: The executive committee will review current practices of Councils in other states, identify effective practices, and infuse these approaches into SRC activities.

Strategy Two – Work with IDVR on coordinating communication plans

Action: The Executive Committee will annually review the SRC's communication plan designed to formalize the flow of information between IDVR and the SRC.

Action: The Executive Committee will present any revisions to the communication plan to the State Rehabilitation Council at their April quarterly meeting.

Action: Based on the input from the SRC, the Executive Committee will propose recommendations and revisions as early as the July current year meeting and the communication plan will be finalized by the full Council at the October current year meeting.

Strategy Three – Conduct training and capacity building activities for SRC members

Action: Increase the knowledge of SRC members about rehabilitation technology and other emerging topics through annual presentations by recognized experts.

Action: Increase the knowledge of SRC members about state and federal laws related to vocational rehabilitation via ongoing in-service training, guest presentations, etc.

Action: Review and disseminate information to members about federal regulations pertaining to the responsibilities of the SRC.

Goal Two: Ensure IDVR has adequate resources to accomplish its mission and promote collaborations that advance the mission of the agency.

Strategy One – SRC members will advocate for full federal and state funding for IDVR

Action: Develop informational materials and provide training in order to ensure SRC members use a clear and consistent message about IDVR funding when communicating with policy makers and appropriators.

Action: The Council will designate a delegation to attend the CSAVR meetings and who will also meet with the Idaho's congressional delegation in order to educate them about the reauthorization of the Rehabilitation Act.

Action: The SRC will continue to educate national policy makers about legislative proposals and how they might affect people with disabilities and Vocational Rehabilitation in Idaho.

Action: The Chair of the SRC and members (as appropriate) will continue to educate local state Legislators and those in the Executive branch about legislative proposals and how they might affect people with disabilities and Vocational Rehabilitation in Idaho.

Strategy Two - Enlist the assistance of other agencies and organizations in efforts to ensure IDVR has adequate resources to meet its mission.

Action: Invite interested parties from other agencies and organizations to participate in efforts to ensure IDVR has adequate resources to meet its mission.

Action: Disseminate information about IDVR successes to other agencies and organizations.

Goal Three: Conduct ongoing evaluation of IDVR services, offer recommendations for improving services, and participate in the development of its State Plan

Strategy One – Continue to assess consumer satisfaction with IDVR services

Action: The Survey Committee will continue to perform an annual Consumer Satisfaction Survey.

Action: The Executive Committee in partnership with IDVR will coordinate annual Town Hall Meetings.

Strategy Two – Continue to evaluate program data and other sources of information about the effectiveness of IDVR services

Action: Ensure IDVR decisions about program improvements continue to be consumer focused and evidence based.

Action: Continue to participate in the development of IDVR's strategic plan and State Plan.

Action: Continue to actively collaborate with the SILC and other disability-related Councils.

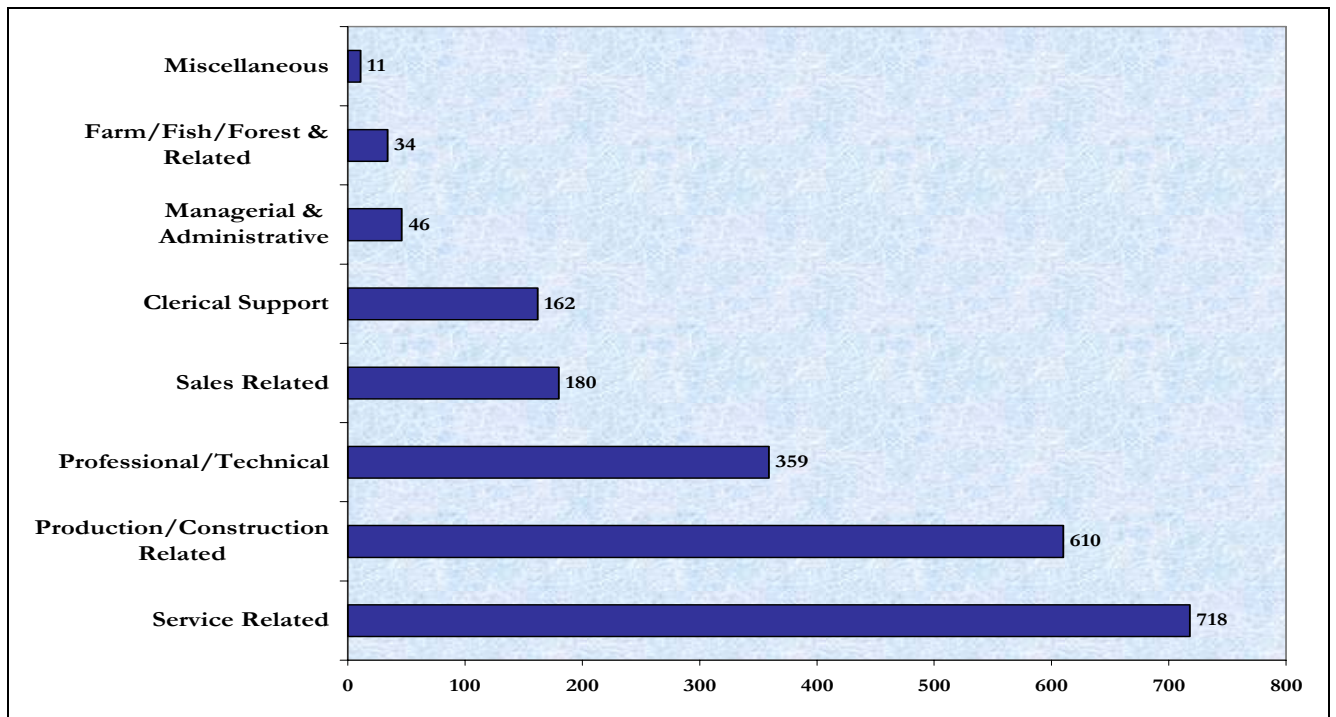
Goal 4 - Strengthen the collaboration between IDVR and the Tribal Vocational Rehabilitation programs

Strategy 1 – Support the development of cooperative agreements between IDVR and Tribal Vocational Rehabilitation programs

Action: The SRC Chair met with the Executive Director of the Nez Perce Tribal 121 Program and reviewed its Cooperative Agreement with the State Agency. Key action items were to write a supportive letter to their new grant proposal.

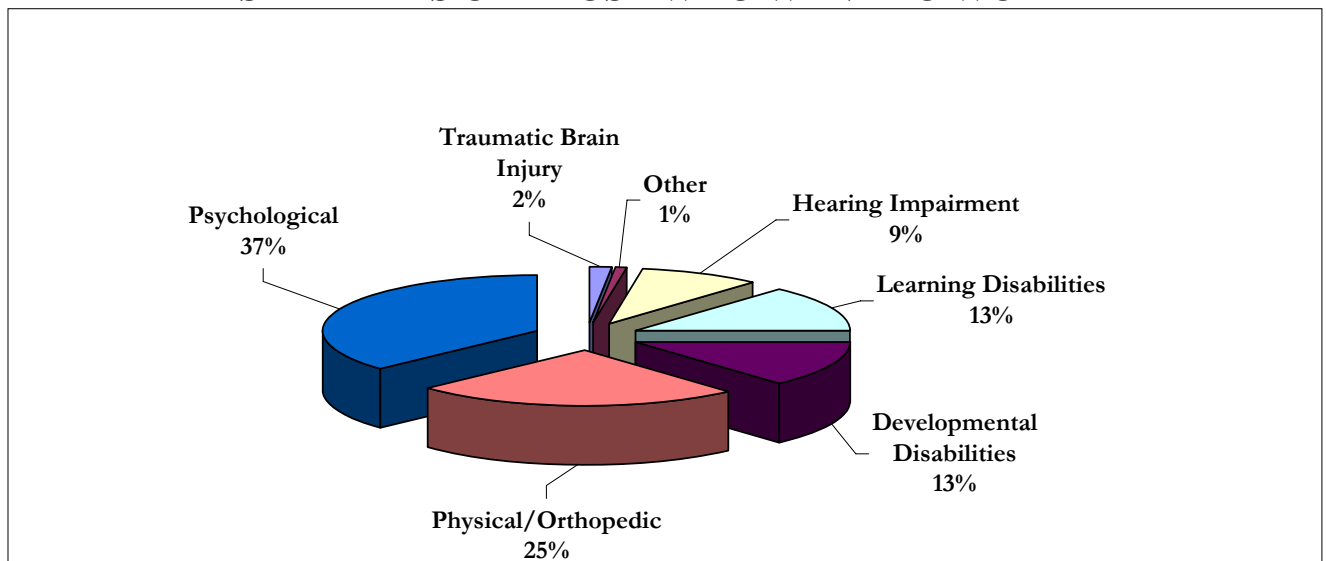
Similar contacts are in the planning process for the Shoshone Bannock and the Coeur d'Alene 121 projects.

OCCUPATIONS OF THOSE WHO WENT TO WORK



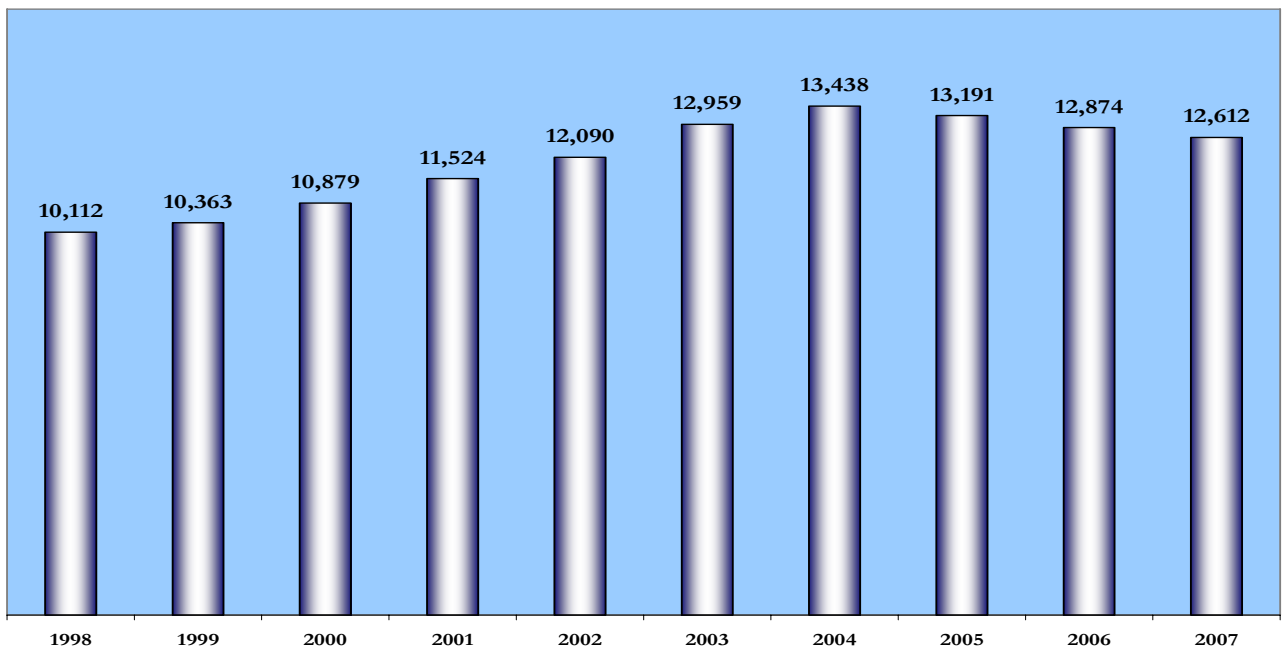
This chart represents the occupations of successfully rehabilitated Vocational Rehabilitation clients for 2007.

DISABILITIES OF THOSE WHO WENT TO WORK



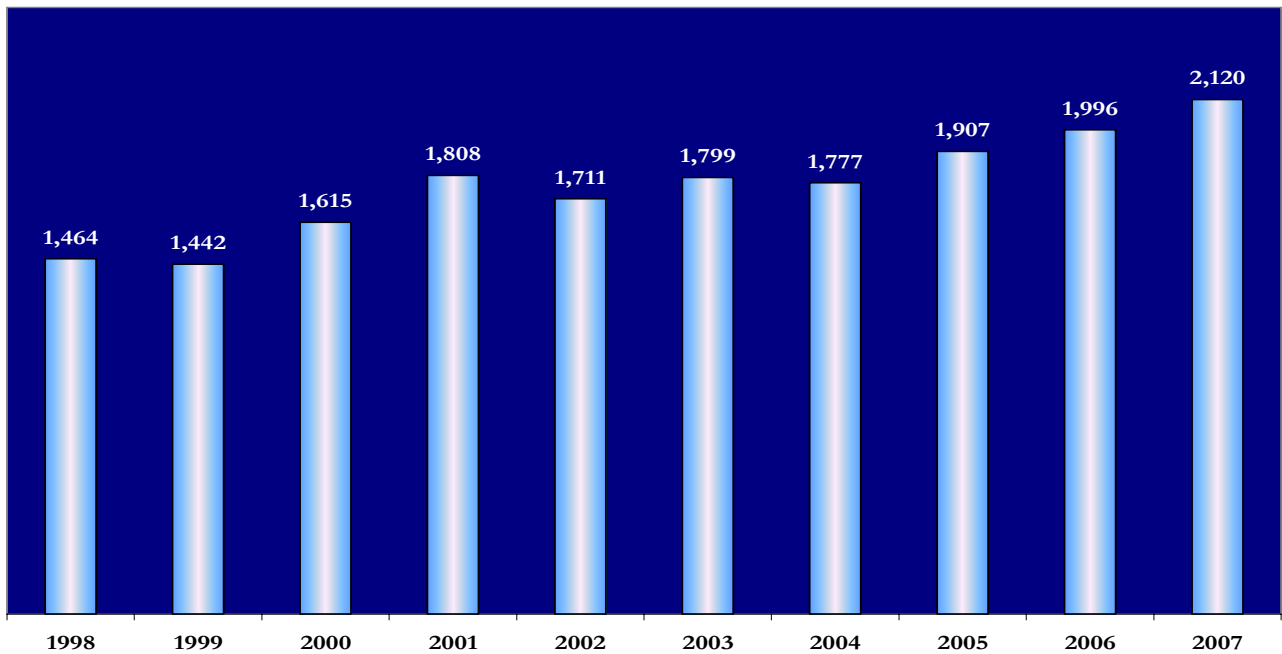
This chart represents types of disabilities of individuals who went to work.

VOCATIONAL REHABILITATION CLIENTS SERVED



This chart represents the number of successful closures of Vocational Rehabilitation clients for the past ten years.

SUCCESSFUL CLOSURES



This chart represents the number of successful closures of Vocational Rehabilitation clients for the past ten years.

The 2008 Schedule For The

IDAHO STATE REHABILITATION COUNCIL

Will Take Place

January 17, 2008

April 17, 2008

July 17, 2008

October 17, 18, 2008

These meetings will be held at a place to be arranged.

This is a public meeting and visitors are welcome.

If you require alternative formats, material may be available by request, ten days prior to the
scheduled meeting

Please call 287-6443 for more information or visit our website at:

http://www.vr.idaho.gov/SRC/state_rehabilitation_council.htm

IDAHO STATE REHABILITATION COUNCIL • IDAHO DIVISION OF VOCATIONAL REHABILITATION

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